From:	Sunny Schwartz
To:	Hennessy, Vicki (SHF); Suzy Loftus; Tijanna Eaton; Delia Ginorio; Freya
Cc:	Kelly Ellis
Subject:	2017National.pdf Steve"s Salary
Date:	Thursday, January 18, 2018 11:39:26 AM
Attachments:	2017National.pdf

Hi Fellow Board members and Kelly:

I look forward to seeing you Tuesday at the board meeting-

I will put Steve's salary on closed session (Kelly can you place "salaries" on the closed session agenda or however we are to list this via the Brown act etc?)

In essence: Steve order this attached guide for non-profits as he is reviewing salaries for his managers—-I asked for a copy to review for Steve's salary—It's a voluminous document but important resource.

Bottomline: Steve is very much underpaid—average salary for CEO with a budget between 25Mil and 50Mil is 248K Steve is being paid 220K. Also we need to consider our agency is in 6 and soon 7 counties, 17 jails and 80 community sites throughout the southern and northern California—significant oversight, significant amount of traveling and significant staffing needs and obligations and the budget is about 34 million.

So it goes without saying a salary increase is needed and warranted—-The amount is to be discussed as we discussed last meeting we all agreed on an increase.

So please give this some thought for our Tuesday discussion-

(PS I don't expect you to read this—I can provide some cliff notes!)

Thanks everyone!